

# **OCBC Bank (Hong Kong) Limited (the “Bank”)**

## **Board Diversity Policy**

### **Purpose**

1. The Board Diversity Policy (“the Policy”) sets out the approach to diversity on the appointment of directors (“Directors”) to the board of Directors (the “Board”) of the Bank.

### **Scope of Application**

2. The Policy applies to the Board. It does not apply to diversity in relation to employees of the Bank.

### **Policy Statement**

3. The Bank recognizes and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A diverse Board will include and make good use of differences in the skills, experiences, background, gender and other qualities of Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills and experience the Board as a whole requires in order to be effective.
4. The Nomination Committee (“the Committee”) reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. In addition to its terms of reference, the Committee will also take into account the following:
  - (a) in reviewing Board composition, the Committee will consider the balance of skills, experience and diversity of perspectives appropriate to the requirements of the Bank’s business. To achieve diversity of Board members, the Committee will consider a number of factors, including but not limited to gender, age, cultural and educational background, or professional experience. The Committee shall also take into account the Bank’s business model and specific needs, and shall disclose the rationale for the factors it uses for this purpose; and
  - (b) in identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

### **Measurable Objectives**

5. Selection of candidates will be based on a range of diversity perspectives. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

### **Monitoring and Reporting**

6. The Committee will report annually, in the Bank's Corporate Governance Report in the Annual Report Disclosures, on the Board's composition under diversified perspectives. This Policy will also be published in the Corporate Governance Report and on the Bank's website for public information.

### **Review of the Policy**

7. The Committee will review the Policy, as appropriate which will include an assessment of the effectiveness of the Policy. The Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.